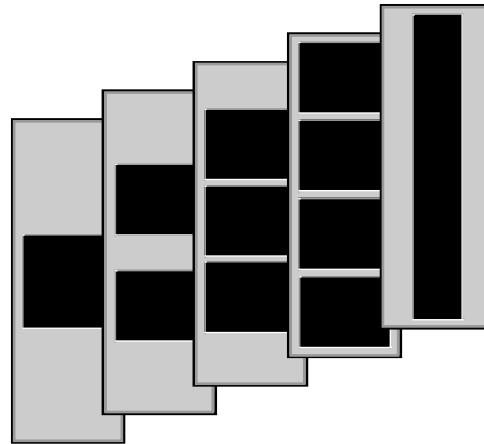


U.S. Army Recruiting Command



Warrant Officer Recruiting Briefing



U.S. Army Recruiting Command

www.usarec.army.mil/war

Army Roles

- Direct representatives of the President
- Basis for legal authority
- Command, establish policy, and manage resources
- Normally generalists - broader responsibilities over career

- Highly specialized - single track specialty officers
- Leaders and technical experts
- Provide valuable skills, guidance, and expertise to commanders and organizations
- Lead, coach, train, counsel subordinates

- Train, lead, and take care of enlisted soldiers
- Authority derived from oath, law, rank, traditions and regulations.
- Direct soldiers, take actions to accomplish mission and enforce good order and discipline
- Ensure subordinates and their personal equipment prepared to function as effective unit and team members



U.S. Army Recruiting Command

Briefing Agenda

Warrant Officer Recruiting Mission

Definition of a Warrant Officer

Opportunities and Benefits

Education and Training

Application and Processing



U.S. Army Recruiting Command

www.usarec.army.mil/warrior

Warrant Officer Recruiting Mission

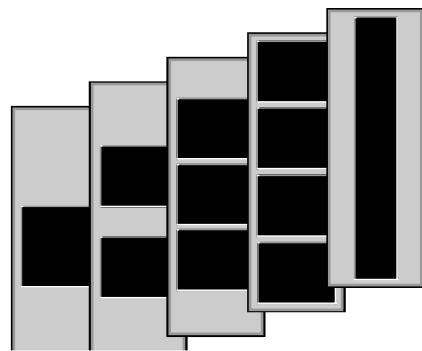
The United States Army Recruiting Command
is charged with recruiting highly qualified
applicants to serve as Army warrant officers



U.S. Army Recruiting Command

www.usarec.army.mil/warrantofficerrecruiting

Who applies to become a Warrant Officer?



Applicants who want to make a difference

Applicants who want to advance their careers

Applicants who want to stay in their career fields

Applicants who want better retirement pay for family

Applicants who have the technical capabilities to do more

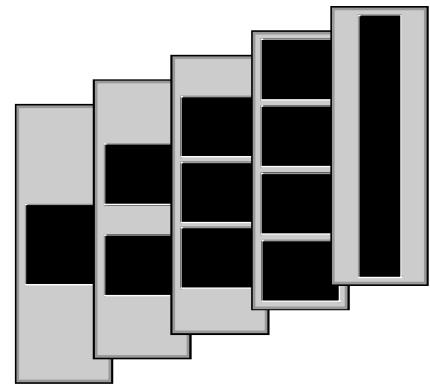
Soldier



U.S. Army Recruiting Command

www.usarec.army.mil/warrantofficer

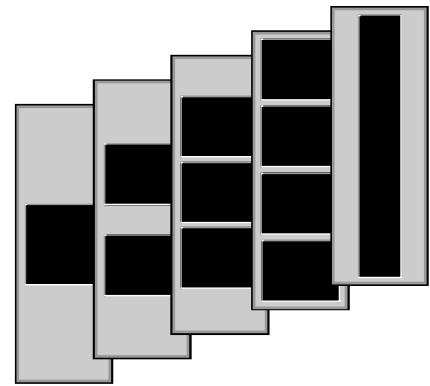
Definition of a Warrant Officer?



Warrant officers are highly specialized, single-track specialty officers who receive their authority from the Secretary of the Army upon their initial appointment. (Para A-3, Field Manual 22-100)

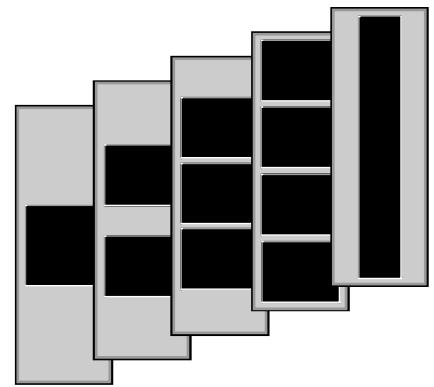


What can the Warrant Officer Candidate School do for you?



- Starts your transition from Enlisted to Warrant
 - Enhances your attention to detail
 - Provides introduction to officer leadership skills
 - Gives background and history of Warrant Corps

What will you be as a Warrant Officer!



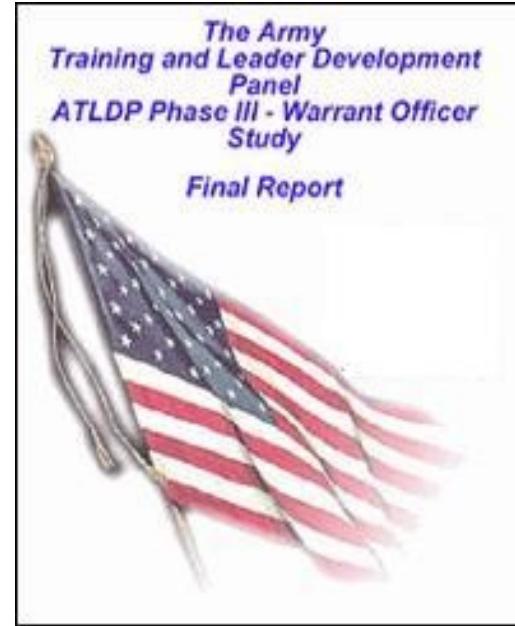
U.S. Army Recruiting Command

www.usarec.army.mil/warrantofficer

Opportunities and Benefits

Better Pay and Retirement
Faster Promotion Potential
Technical Training and Education
Extended Career Path
Challenging Assignments
Perform Core Duties Longer
Small Elite Corps

Makes up 2% of the Army
and 15% Officer corps



44 Recommendations:

- 9 July 04 Basic Branch change & CW5 Insignia Change
- Save pay effective 9 July 04
- WOCS changes
- Targeted pay raises



U.S. Army Recruiting Command

www.usarec.army.mil/war

Retirement Pay Comparison

*Based on January 2005
pay scale (High III)*

SFC	20	\$1556 (50%)	\$473
CW3	20	\$2029 (50%)	
MSG	24	\$2281 (60%)	\$668
CW4	24	\$2949 (60%)	
SGM	30	\$3531 (75%)	
CW5	30	\$4131 (75%)	\$600

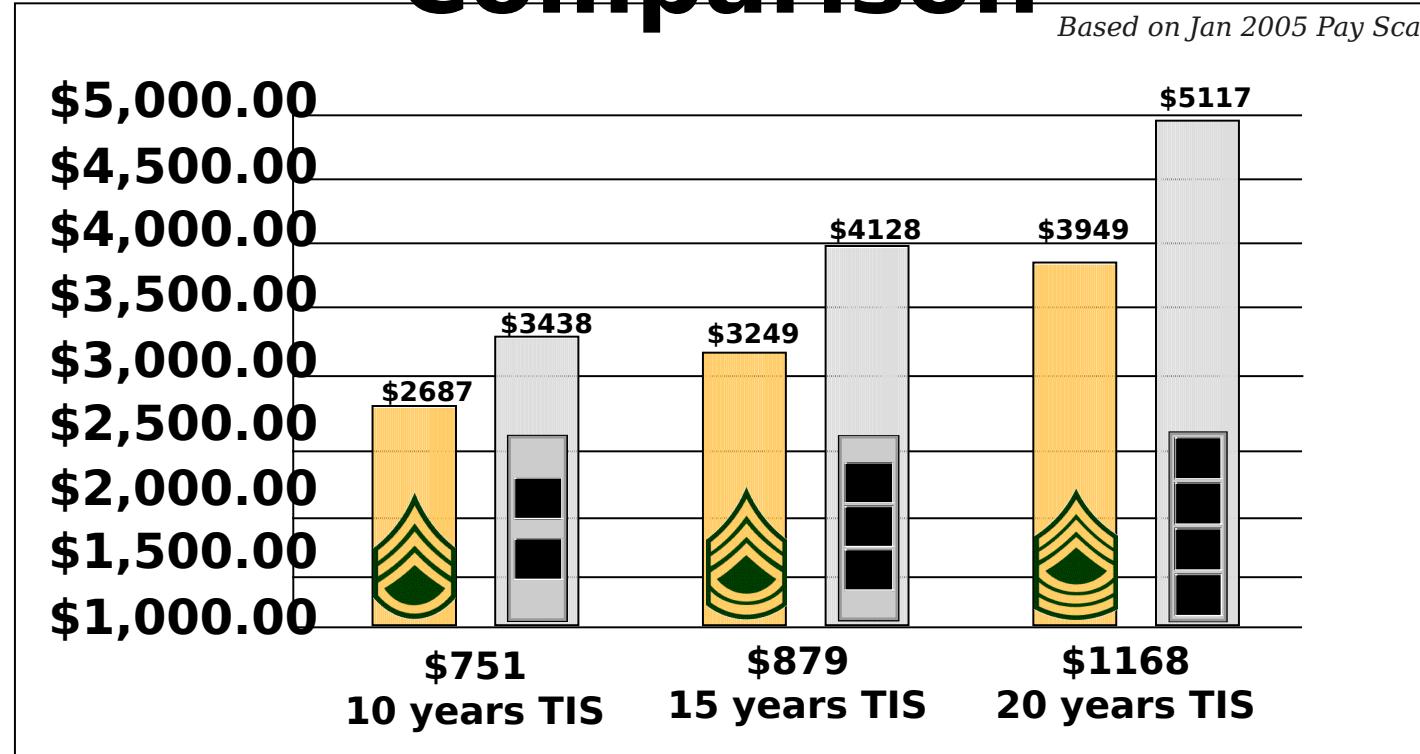


U.S. Army Recruiting Command

www.usarec.army.mil 10

Warrant/NCO Base Pay Comparison

Based on Jan 2005 Pay Scale



Snapshot

E-5 vs W1 at 6 years TIS =
Approximate \$705.00

E-6 vs W1 at 8 years TIS = Approximate
\$420.00



U.S. Army

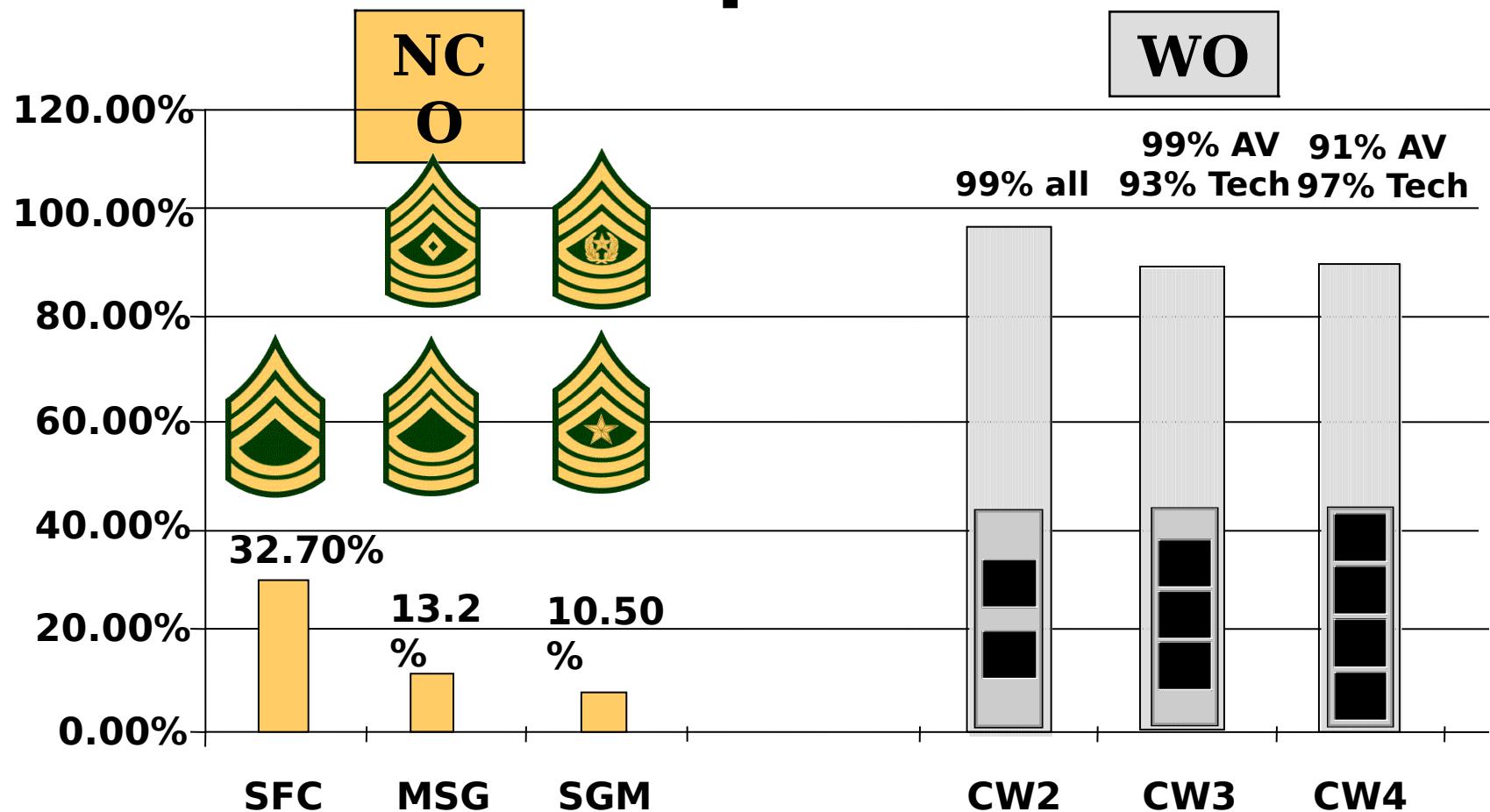
ec.army.mil/warra

Flight Pay

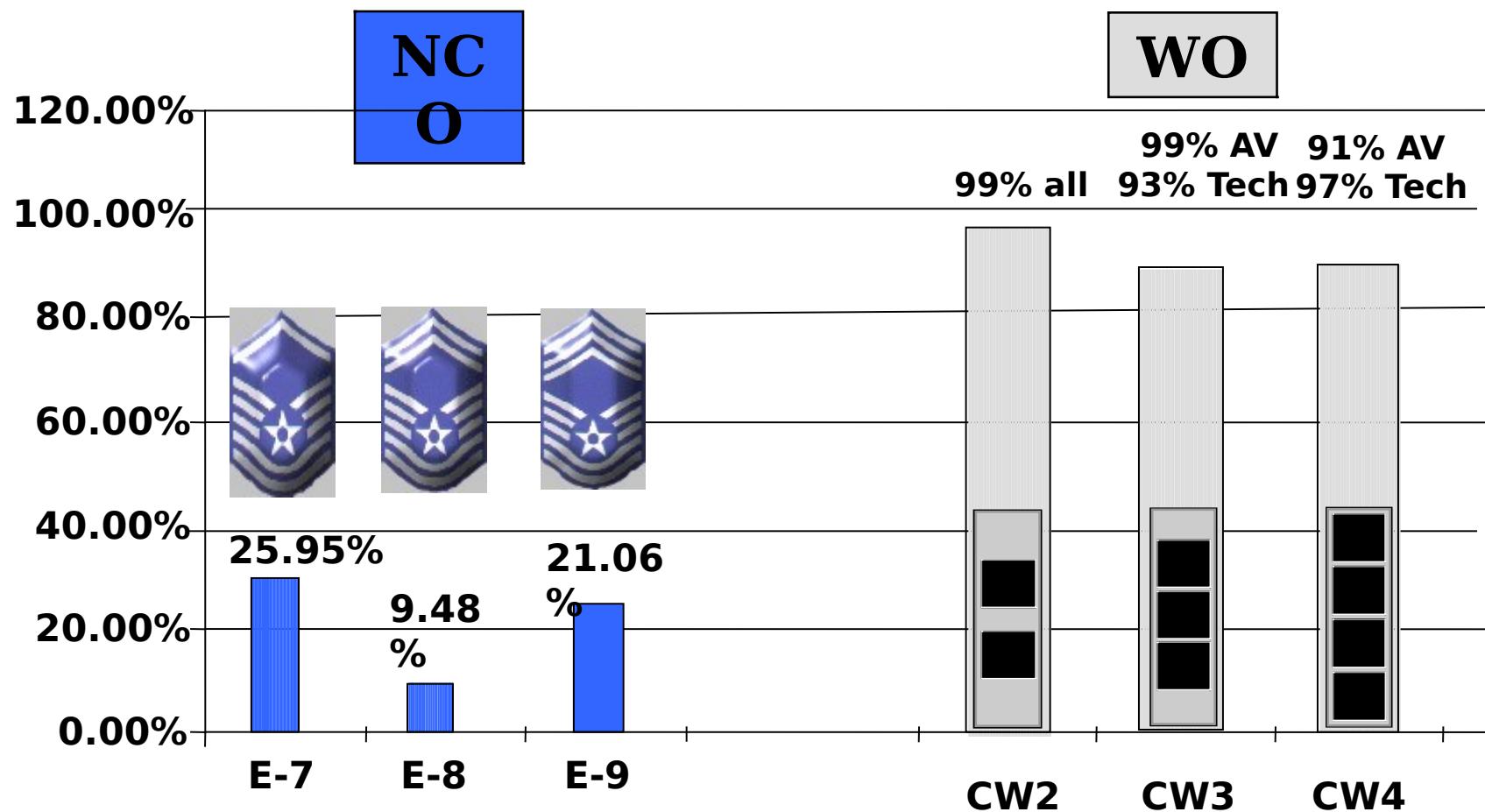
Years of Aviation Service	Monthly Rate
2 or less	\$125
Over 2	\$156
Over 3	\$188
Over 4	\$206
Over 6	\$650
Over 14	\$840



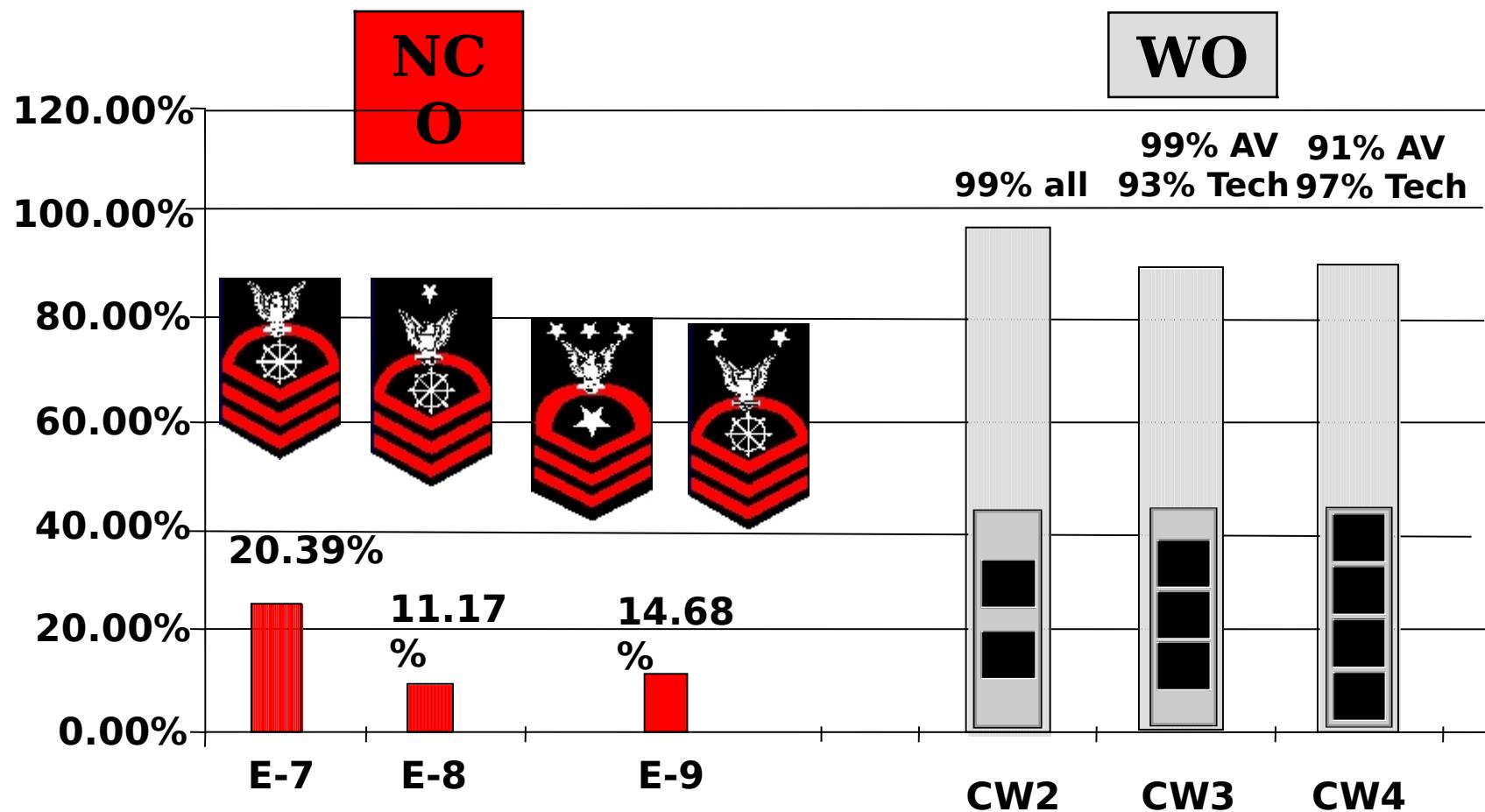
NCO and WO Promotion Comparison



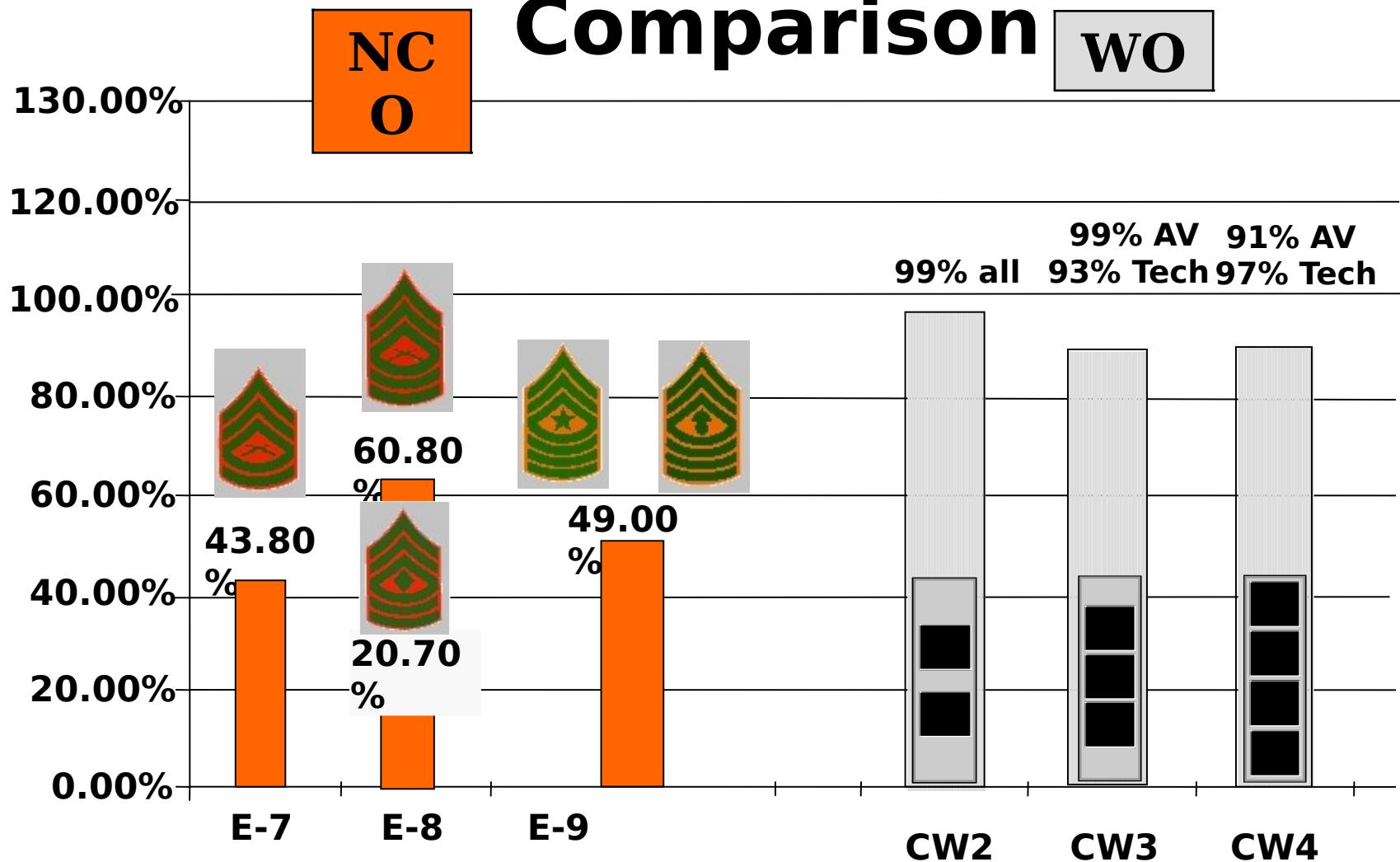
Air Force NCO & WO Promotion Comparison



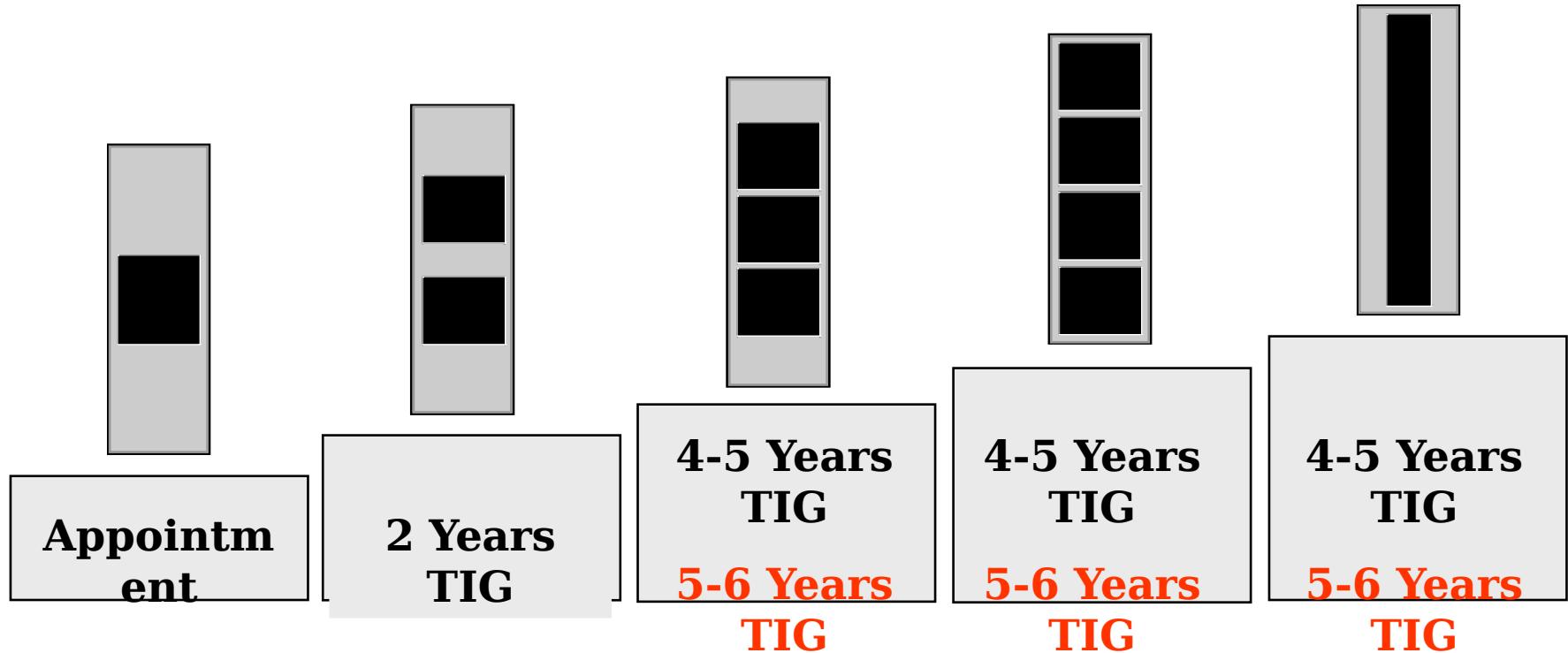
Navy NCO & WO Promotion Comparison



Marines NCO & WO Promotion Comparison



Warrant Officer Promotions



Time in Grade to CW3/4/5 reduced one year Effective FY-06

Aviators require one year longer for senior grades



U.S. Army Recruiting Command

www.usarec.army.mil/watrac

Training and Education

Maintain G.I. Bill benefits

Maintain tuition assistance (TA) benefits

Maintain E-Army U

Degree Completion Program

Senior Service College selection/Combined advanced civil schooling

Logistics Management College, VA (LEDC/FIT program)

Naval Post Graduate School, MD (XP Course cooperative)

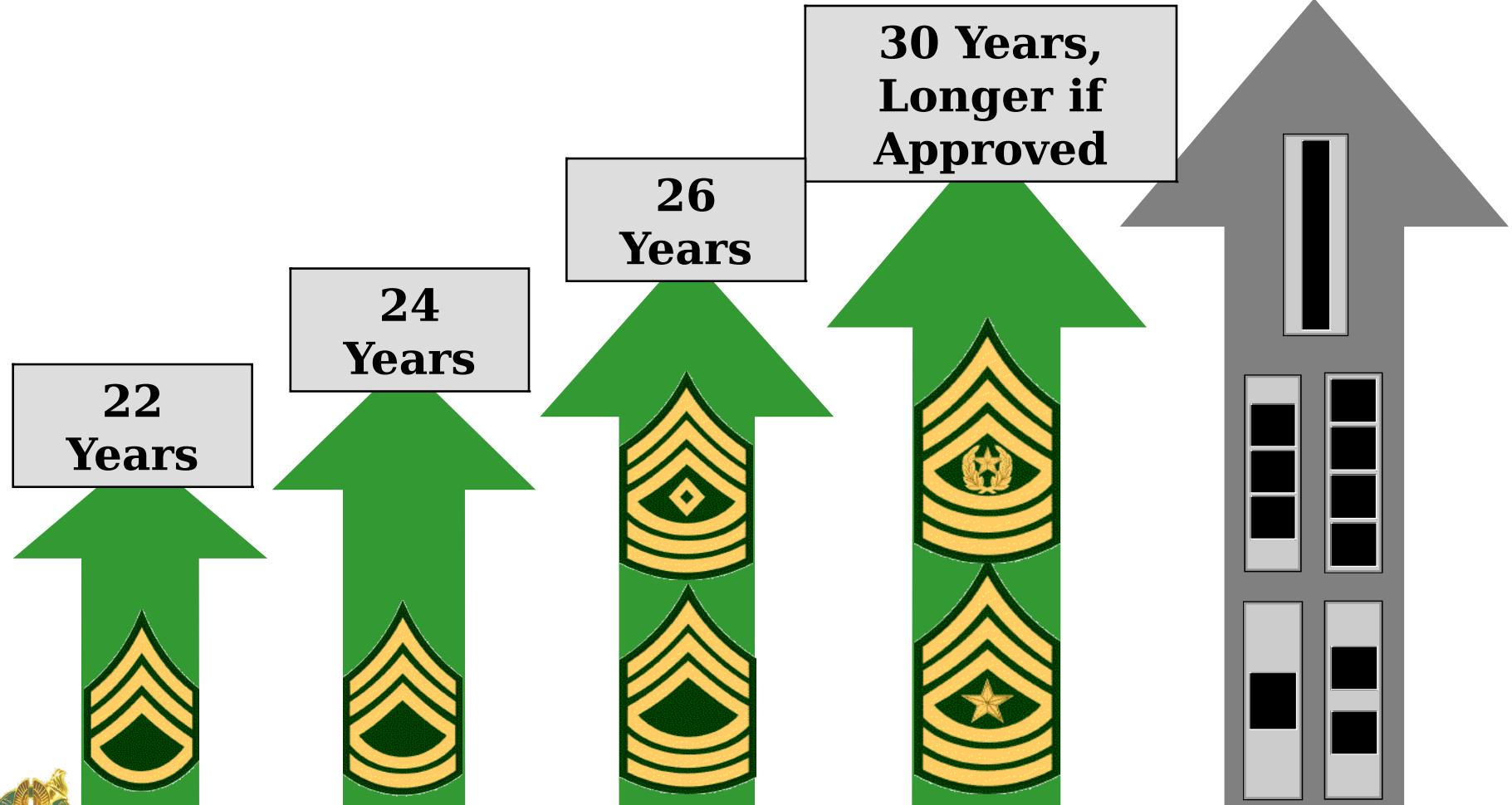
Joint Military Intelligence College, DC

Army Management Staff College, VA



Extended Career Path

**30 + Years as a
WO if
Promotion
Gates Met**



U.S. Army Recruiting Command

www.usarec.army.mil/war
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Assignment Opportunities

White House Communications Agency

White House Fellowship eligibility

Training-with-Industry (TWI)

(Motorola, General Dynamics, TRW)

Army Accessions Command
(TRADOC/USAREC)

Pentagon and Department of the Army

TAFT assignments (Technical Assistance
Field Team)



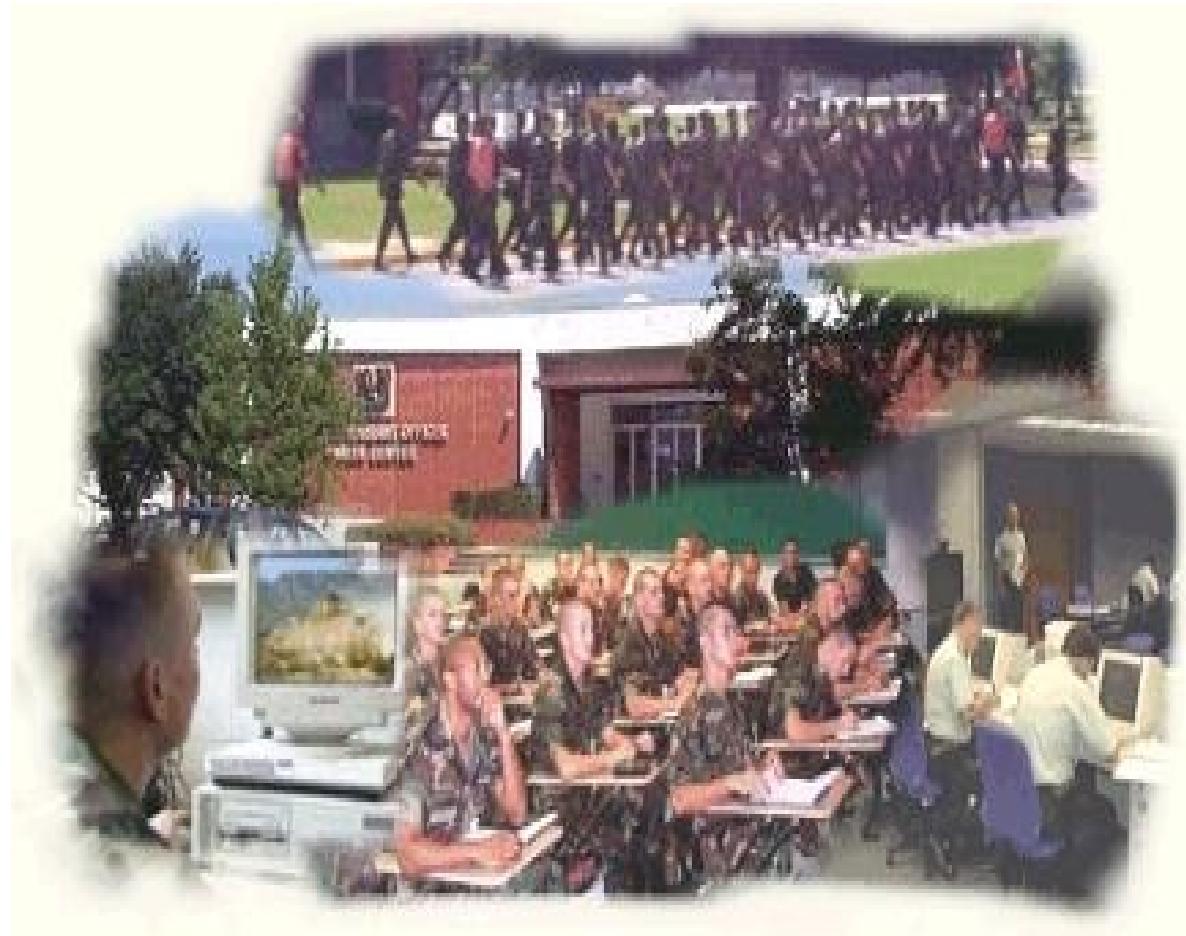
U.S. Army Recruiting Australia, Australia, Egypt, UAE and other locations usarec.army.mil/ways 20

Making the Transition

Education System

Candidate School

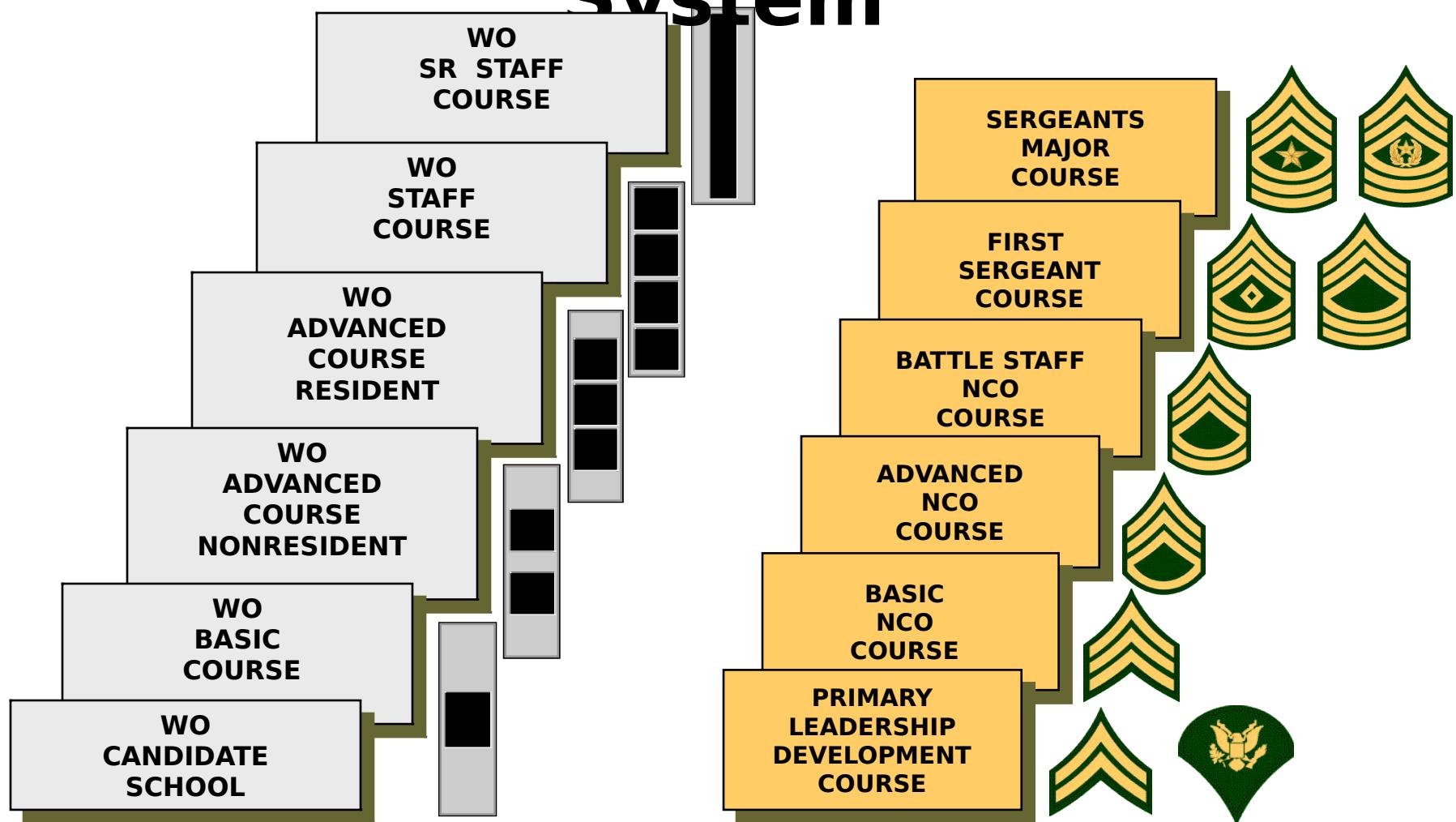
Basic Course



U.S. Army Recruiting Command

www.usarec.army.mil/21

Warrant Officer Education System



Warrant Officer Candidate School

Fort Rucker, Alabama

6 Weeks (plus 4 days prep time)

Website: <http://www.leavenworth.army.mil/wocc>

Purpose

- Leadership Potential
- Self Discipline
- Attention to Detail
- Time Management

Professional Development

- Leadership
- Communication
- Management

Ethics



Warrant Officer Candidate School

Demanding Environment

MENTAL

Limited Personal Time
Exacting Standards

EMOTIONAL

Unfamiliar Environment
Anxiety of the Unexpected

PHYSICAL

Long, Full Days
Daily PT



U.S. Army Recruiting Command

www.usarec.army.mil/warrantofficercandidate
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A Day in the Life of a Candidate

Time Activity	Time Activity
0535-0542 - Wake-up 0545-0645 - PT 0645-0730 - Hygiene 0730-0745 - Inspection 0745-0820 - Breakfast 0830-1220 - Academics 1230-1320 - Lunch 1330-1420 - Counseling	1430-1720 - Academics 1730-1820 - Counseling 1830-1915 - Dinner 1915-2015 - Inspection time 2015-2115 - Study Hour 2115-2215 - Co Clean-up 2215-2245 - Hygiene 2245-0535 - Lights Out



Warrant Officer Basic Course

Provides MOS Technical and Tactical Certification

Permanent Promotion to WO1



Signal



Military
Intelligence



Ordnanc
e



Transportation



Quartermast
er



Special
Forces



Judge
Advocate



Field
Artillery



Adjutant General



Military
Police



Air Defense
Artillery



Aviation



Engineer



Application and Procedures

Process and Where to Start

Regulatory Requirements

Application

Letters of Recommendation

Waiver Process

Selection Board

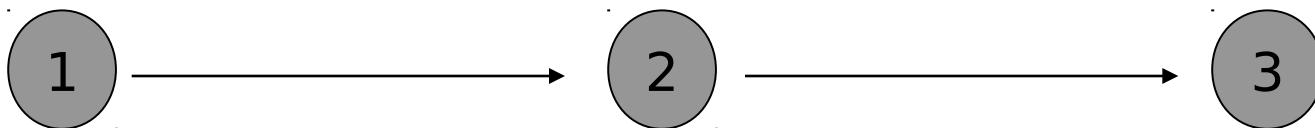
Questions



U.S. Army Recruiting Command

www.usarec.army.mil/MyArmy

Application Process Guidance



- Visit the web site
- Verify qualifications
- Download checklist
- Download forms
- Schedule Physical
- Schedule interviews
- Schedule exams
- Gather paperwork
- Mail application to USAREC
- Follow-up status on web site



Where to Start

WWW.USAREC.ARMY.MIL/WARRANT

 U.S. Army Recruiting Command's Warrant Officer Recruiting - Microsoft Internet Explorer

File Edit View Favorites Tools Help

 **Warrant Officer Recruiting** 

USAREC Home | Army Tour | Email Us 

Home

Active Duty Applicants

Civilian Applicants

**Reserve Component/
National Guard**

Contact Us

Site Last Updated 04/12/2004

U.S. Army Recruiting Command's Warrant Officer Recruiting Information Site

Hot Topics

NEW! [Security Clearance Memorandum Changed](#)
NEW! [May 2004 Warrant Officer Selection Results](#)
NEW! [MEPS/Guidance Counselor Information](#)
[Deployed Applicant Page](#)
[Wait Time to Reapply Eliminated](#)
[Microfiche Information](#)

MISSION

U.S. Army Recruiting Command is charged with recruiting highly qualified applicants to serve as Army warrant officers.

Mail application to:
HEADQUARTERS U.S. ARMY RECRUITING COMMAND
ATTN: RCRO-SM-A
1307 Third Ave.
Fort Knox, Ky 40121-2725



U.S. Army Recruiting Command

www.usarec.army.mil/warrant

Email Opt-In Popup Window

WWW.USAREC.ARMY.MIL/WARRANT



U.S. Army Recruiting Command's Warrant Officer Recruiting - Microsoft Internet Explorer

Warrant Officer Recruiting - Entry Survey - Microsoft Internet Explorer

Warrant Officer Recruiting

First Time Visitor? Please take the time to tell us more about you.

If you have already filled out this survey please click [here](#).

1. What is your first name?

What is your last name?

2. Gender?

3. What is your enlisted occupational specialty?

4. What is your current pay grade?

Home

Active Duty

Civilian App

Reserve Cor

National Gu

Contact Us

Site Last Update

Done

Internet

U.S. ARMY

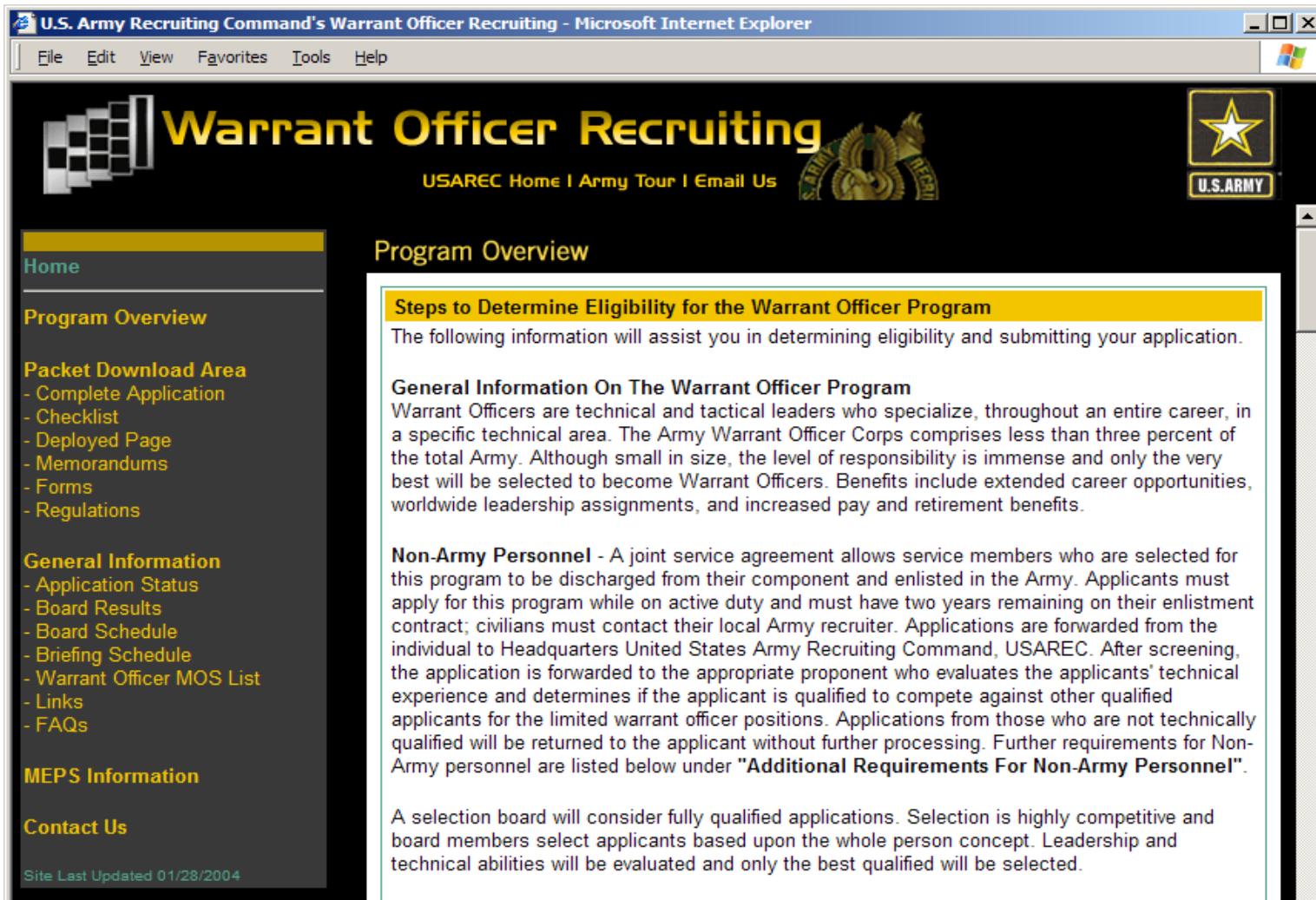


U.S. Army Recruiting Command

www.usarec.army.mil/warrant

Program Overview

WWW.USAREC.ARMY.MIL/WARRANT



U.S. Army Recruiting Command's Warrant Officer Recruiting - Microsoft Internet Explorer

Warrant Officer Recruiting

USAREC Home | Army Tour | Email Us

Program Overview

Steps to Determine Eligibility for the Warrant Officer Program

The following information will assist you in determining eligibility and submitting your application.

General Information On The Warrant Officer Program

Warrant Officers are technical and tactical leaders who specialize, throughout an entire career, in a specific technical area. The Army Warrant Officer Corps comprises less than three percent of the total Army. Although small in size, the level of responsibility is immense and only the very best will be selected to become Warrant Officers. Benefits include extended career opportunities, worldwide leadership assignments, and increased pay and retirement benefits.

Non-Army Personnel - A joint service agreement allows service members who are selected for this program to be discharged from their component and enlisted in the Army. Applicants must apply for this program while on active duty and must have two years remaining on their enlistment contract; civilians must contact their local Army recruiter. Applications are forwarded from the individual to Headquarters United States Army Recruiting Command, USAREC. After screening, the application is forwarded to the appropriate proponent who evaluates the applicants' technical experience and determines if the applicant is qualified to compete against other qualified applicants for the limited warrant officer positions. Applications from those who are not technically qualified will be returned to the applicant without further processing. Further requirements for Non-Army personnel are listed below under "Additional Requirements For Non-Army Personnel".

A selection board will consider fully qualified applications. Selection is highly competitive and board members select applicants based upon the whole person concept. Leadership and technical abilities will be evaluated and only the best qualified will be selected.

Site Last Updated 01/28/2004



U.S. Army Recruiting Command

www.usarec.army.mil/Warrant

Menu Overview

WWW.USAREC.ARMY.MIL/WARRANT



Warrant Officer Program

Home

Program Overview

Packet Download Area

- Complete Application
- Checklist
- Deployed Page
- Memorandums
- Forms
- Regulations

General Information

- Application Status
- Board Results
- Board Schedule
- Briefing Schedule
- Warrant Officer MOS List
- Links
- FAQs

GT Information

Microfiche Information

MEPS Information

Contact Us

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U.S. ARMY

Officer Program

gining eligibility and submitting your application.

Program

Programs who specialize, throughout an entire career, in a

The Corps comprises less than three percent of the

responsibility is immense and only the very best will

include extended career opportunities, worldwide

retirement benefits.

It allows service members who are selected for

ment and enlisted in the Army. Applicants must

just have two years remaining on their enlistment

recruiter. Applications are forwarded from the

Recruiting Command, USAREC. After screening,

ponent who evaluates the applicants' technical

ified to compete against other qualified applicants

ns from those who are not technically qualified

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Requirements For Non-Army Personnel".

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person concept. Leadership and technical

ed will be selected.

Officer Program

This web site (www.usarec.army.mil/warrant) to



U.S. Army Recruiting Command

www.usarec.army.mil/yantra

Regulatory Requirements

Administrative Requirements

US Citizen

GT Score - 110 or Higher

High School Graduate or GED

Have a Secret Security Clearance

Can Apply With Interim SECRET Clearance

Pass Standard 3-Event APFT

Can apply with an APFT waiver

Pass Appropriate Physical Exam



U.S. Army Recruiting Command

www.usarec.army.mil **33**

Warrant Officers

Aviator

Any MOS can Apply

Qualifying AFAST Score (90+)

Less than 33 years old by board convene date

Pass a Class 1A flight physical
(Vision Note: 20/50 or better)

Technician

Usually SPC or higher Appointment prior to age 46 (36 SF)

Most require BNCOC

Appropriate Qualifying Physical

Prerequisites are determined by proponents (web site) www.usarec.army.mil/warrant



U.S. Army Recruiting Command

www.usarec.army.mil/warrant
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The Application

1. Checklist/MILPO Letter
2. DA Form 61
HT/WT & APFT Statement
3. Security Clearance *JPAS Print out*
4. Letters of Recommendation
(*Next Slide*)
5. Resume
6. Statement of Understanding
7. ERB (*Enlisted Record Brief*)
8. College Transcripts
9. DA Form 160
11. Physical
(*USAREC Form 1932*)
12. Microfiche (*No Longer needed*)
(*Follow Directions for hardcopy*)
13. Waivers
Moral-HRC
Prerequisite, -Proponent
Age, and AFS -G-1
APFT-G3
14. DA Photo
15. Conditional Release
(*Reserves & Other Services*)

WO MOS 153A Only

10. DA Form 6256 (AFAST Form from Test Center)



U.S. Army Recruiting Command

www.usarec.army.mil *Warra*
35

Letters of Recommendation

Letters must not be older than **Twelve Months**

If using former Commander - we recommend having current Commander review packet!

Letters of Recommendation required:

Company (or first UCMJ level) Commander (Must have)

* Battalion (or second UCMJ level) Commander (Must have)

Senior Warrant Officer Letter of Recommendation (CW3 to CW5)

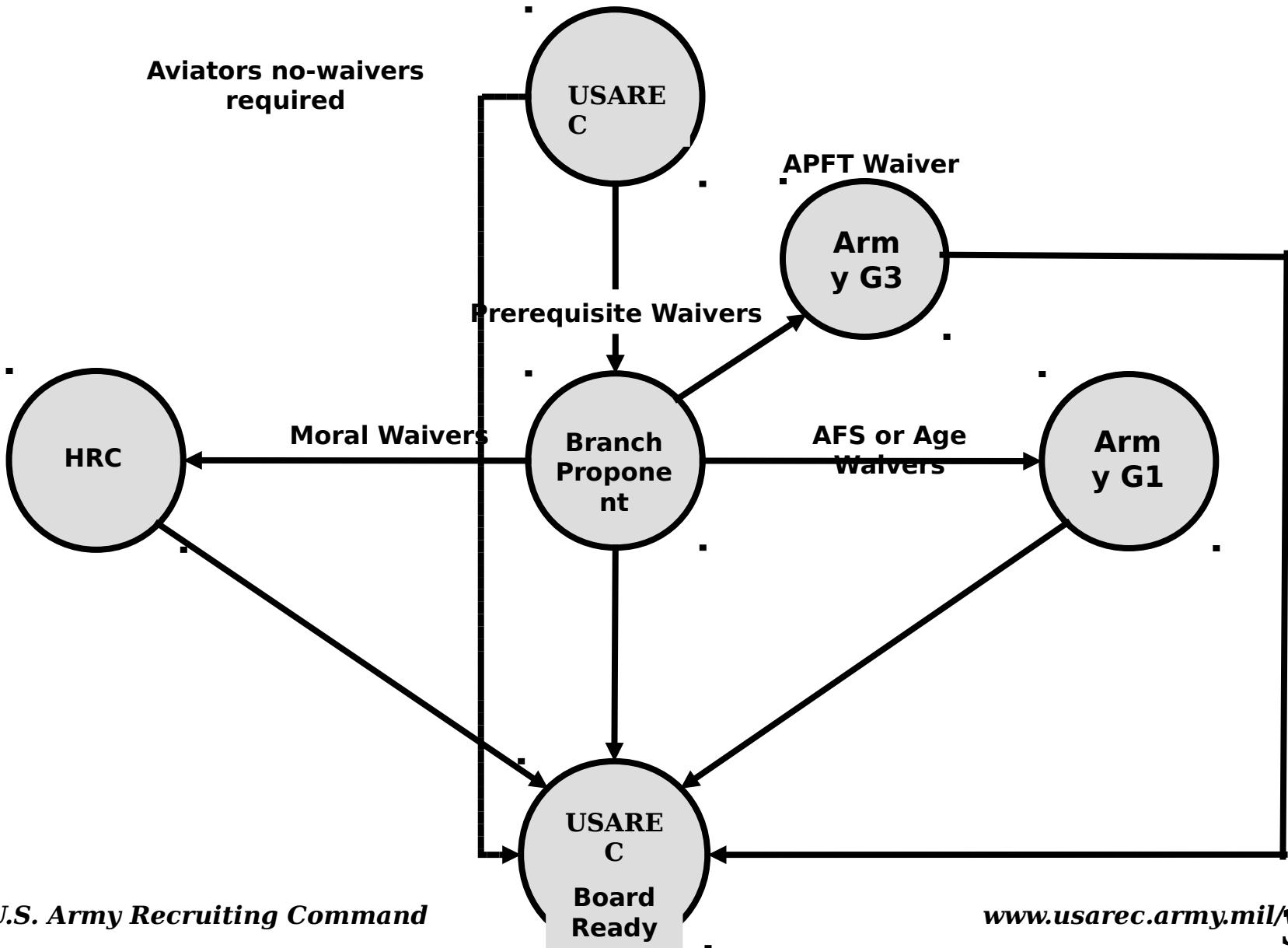
* Note: If requesting an APFT Waiver, BNCDR LOR must state you are physically capable of completing training and worldwide deployment



U.S. Army Recruiting Command

www.usarec.army.mil/warrantofficer

Application Process



Other Service Applicants

Marines:

- Marines who need to get their ASVAB scores converted must contact HQ, Marine Corps, Quantico, VA. The POC is SGT Johnson or SSgt Landry, COM 703-784-9615, DSN 278-9615.
Email: SMBManpowerMPP-50Testing@manpower.usmc.mil
- They require a letter from the individual's commander requesting the scores. HQ will write up a letter from the commandant certifying GT scores that will then go in the packet for the Army Warrant Officer Program.
- Conditional Letter of Release:

HQ, USMC
MANPOWER & RESERVE AFFAIRS (MMSR 3)
3280 RUSSELL RD
QUANTICO, VA. 22134-5103
POC: MRS WHITE
DSN: 278-9322/9323
COMM: (703) 784-9322/9323

- US Marines Microfiche

CMC (MMSB-10)
2008 ELLIOT RD
QUANTICO VA 22134
DSN 278-74623
COMM: 1-800-268-3710 or
(703) 784-4623
FAX: DSN 278-5792



Other Service Applicants

Air Force:

- An Air Force member needs a minimum General (G) score of 64.
- Mail (CANNOT BE FAXED) a true certified copy of their ASVAB record certified by their personnel component to the following address:

Education Division (AHRC-PDE/Zannelli)
U.S. Army Human Resources Command
200 Stovall Street, Suite 3N17
Alexandria, VA 22332-0472

- Conditional Letter of Release:

HQ AFPC DPPRSOA
550 C STREET WEST SUITE 11
RANDOLPH AFB TX 78150-4713
POC: MR JIM JONES
DSN: 665-3769/5840
james.jones@afpc.randolph.af.mil

US Air Force Microfiche

REVIEW BY MAIL
HQ AFPC/DPPB
550 C STREET WEST SUITE 5
RANDOLPH AIR FORCE BASE TX
78150-6001
DSN: 665-2998

Remarks: AF needs a letter of interest



U.S. Army Recruiting Command

www.usarec.army.mil

Other Service Applicants

Navy:

- An Navy member needs a combined minimum Arithmetic Reasoning (AR) and Verbal (VE) score of 109 or higher.
- Mail (CANNOT BE FAXED) a true certified copy of their ASVAB record certified by their personnel component to the following address:

Education Division (AHRC-PDE/Zannelli)
U.S. Army Human Resources Command
200 Stovall Street, Suite 3N17
Alexandria, VA 22332-0472

- Conditional Letter of Release:
COMMANDER NAVY PERSONNEL COMMAND
5720 INTEGRITY DRIVE, NPC-814
MILLINGTON TN 38055-3130
POC: MRS FRY marthafry@navy.mil
DSN: 882-4431/4615
COMM: (901) 874-4431/4615
FAX: (901) 874-2754

US Navy Microfiche
NAVY PERSONNEL COMMAND
NPC 313-C
5720 INTEGRITY DRIVE
MILLINGTON TN 38055-3130
FAX: DSN 882-2664 or (901) 874-2664
DSN 882-3596 or 3415
COMM (901) 874-3596 or 3415
www.bupers.navy.mil/selectbd/order.htm



Submit on NAVPERS Form 1306

U.S. Army Recruiting Command

www.usarec.army.mil **10**

Other Service Applicants

Coast Guard:

- An Coast Guard member needs a minimum Arithmetic Reasoning (AR) and Verbal (VE) and have a minimum combined score of 109.
- Mail (CANNOT BE FAXED) a true certified copy of their ASVAB record certified by their personnel component to the following address:

Education Division (AHRC-PDE/Zannelli)
U.S. Army Human Resources Command
200 Stovall Street, Suite 3N17

Alexandria, VA 22332-0472

- Conditional Letter of Release:

US DEPARTMENT OF TRANSPORTATION
2100 SECOND STREET SW
ATTN CGPC-EPM-1
WASHINGTON DC 20593-0001
COMM: (202) 267-1630



U.S. Army Recruiting Command

www.usarec.army.mil 41

Selection Board

DA Centralized Board Held at USAREC

Board Schedule Posted on Web Site

Comprised of Branch and Warrant Officers

Vote Using “Total Person” Concept

Results Will be Posted on Web Site

Fully Qualified - Selected - Q-S

Fully Qualified - Nonselect (First Board) - FQ-NS

Not Selected - Not Competitive (Second Board) - NS-NC

Applicants may immediately re-apply if not selected

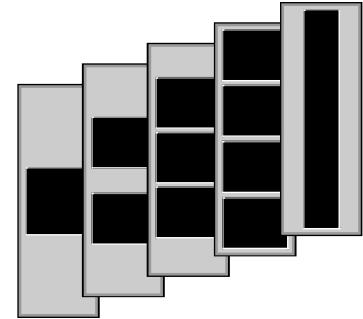


U.S. Army Recruiting Command

www.usarec.army.mil 43



Final Notes



- ✓ Packet deadline: 1st of the month prior to the board

Should be sooner if waivers are requested

- ✓ Send **only one copy** of the packet to USAREC

✓ Verify your application status on line!

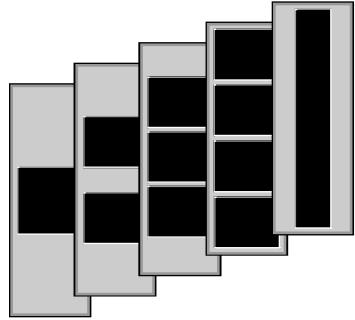
- ✓ We encourage contact - email, call, or fax

Specially if your status is “R”

✓ Aviation Applicants

Studying for AFAST highly recommended





Questions?



U.S. Army Recruiting Command

www.usarec.army.mil **45**